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# MONTANA LABOR MARKET

## Monthly Review of EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT MONTANA STATE EMPLOYMENT SERVICE

Division of Unemployment Compensation Commission of Montana

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FL 284

HELENA INDEPENDENT-RECORD  
HELENA, MONTANA

JUNE, 1968

## Job Totals Climb in Montana Setting Another Record

**Industrial Jobs Make More New Records**—Montana's labor market gained more momentum during May as the spring job expansion continued in most industry groups. The addition of 2,200 workers to May payrolls brought total non-farm employment to 189,700. This was an increase of 1,000 over the May 1967 employment figure and the fifth consecutive month this year for a monthly job total higher than the comparable month of all past years.

**Monthly Job Gains In Most Groups**—Job totals from April to May this year were up in six of the 8 major industry groups. Trade, responding to the increased activity generated by the forces of spring, added 1,000 workers to payrolls. The closely related service industry group showed a job gain of 600 wage earners. A 500 worker increase in the manufacturing group was connected to the seasonal upswing in logging and lumbering activities. The transportation, communications and utilities group was up 200. Job gains of 100 each were recorded in mining and in government. Statewide job totals in finance, insurance, and real estate firms, at 7,300, did not change from the April total. Construction was the only industry to show a job decline from April to May this year. A 300 worker drop from April payrolls is attributed partially to completion of some projects, and to the presence of a labor dispute in northwestern Montana during part

of May.

### Across The State Construction Wise

—With the huge Libby Dam project in northwestern Montana heading the list, construction across the width and breadth of Montana is in many shapes and forms. Job totals on the Libby project, now at the 1,400 mark, will increase to approximately 2,000 workers later this season. This activity has stimulated other building in that area including schools, commercial buildings, and new homes. New educational buildings are under construction in Billings, Bozeman, and Dillon. New banks are on the building scene at Anaconda and Sidney. Helena has a \$750,000 senior citizens apartment project under way. The designation of Helena and Butte as Model Cities will spur more new construction. New motels are on the agenda at Hamilton and Missoula. Lewistown has a \$54,000 post office remodeling job and a \$304,000 addition to the Russell Art Gallery at Great Falls has started. Railroad shop buildings of substantial size are underway at Havre and Missoula. Interstate highway projects keep at good pace throughout the state. Construction payrolls will continue upward in the coming months with new projects and stepped up activity on existing ones.

**Logging and Lumbering Now Rolling Along**—Logging has now shaken off the effects of the spring break-up period. Employment in woods and mills in-

creases weekly. Shortages of timber fallers and logging equipment operators exist in some areas. Many mills are now hiring students for summer employment.

**Trade and Service Seasonally Responsive**—The start of the spring buying season plus the opening of national parks and resort areas made for a good showing in trade and service firms during May. The usual job shortages are now developing, including cooks, waitresses, service station attendants, sales and clerical personnel. The opening of a new Great Falls restaurant made 40 new jobs. Three new trade firms opened in Billings. A new shopping center adds to the Bozeman business scene. Trade and service volume at Lewistown will get a boost this summer with an expected population increase of 1,000. The Boeing Company and sub-contractors will be in that area for about a year working at missile sites there.

**UCC Claims Drop 2,700 In May**—Responding to the spring job expansion in all industry groups, claims for jobless benefits dropped 2,708 during May. Weekly claim declines will continue during the good summer employment months, with a low for the year expected late in September. At that time the claim total should be at least 8,000 below the claim high of 9,347 for the year recorded for the week of January, 19, 1968.

## LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES

(per 100 employees)

(Compiled in cooperation with U.S. Bureau of Labor Statistics)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	Apr. 1968	Mar. 1968	Apr. 1967	Apr. 1968	Mar. 1968	Apr. 1967	Apr. 1968	Mar. 1968	Apr. 1967	Apr. 1968	Mar. 1968	Apr. 1967	Apr. 1968	Mar. 1968	Apr. 1967
All Manufacturing .....	5.8	4.2	5.1	5.1	3.3	4.5	5.7	4.0	4.5	4.2	2.6	3.2	.7	.7	.3
Durable Goods .....	7.1	4.4	6.0	6.3	3.7	5.2	7.0	4.3	5.3	5.5	3.0	3.8	.5	.3	.3
Primary Metal .....	6.2	.4	5.2	3.8	.2	3.6	9.2	2.9	5.1	8.2	1.1	3.6	.2	*	*
Nondurable Goods .....	3.3	4.0	3.2	2.8	2.6	2.9	3.2	3.4	2.8	1.6	1.8	2.1	1.0	1.3	.4
All Mining .....	6.9	3.9	4.3	2.5	1.2	2.0	6.5	2.9	6.5	2.0	1.9	2.9	2.6	*	.6
Metal Mining .....	1.8	1.3	4.1	.2	.4	1.1	8.7	2.1	8.0	1.6	.6	3.1	4.4	.1	.8

\*Less than .05

## Along the Hiring Line— Field Summary for May

**ANACONDA, Deer Lodge, Phillipsburg**—Trade volume, especially in durable goods, expected to be at low levels for some time to come. Smeltermen now concentrating on paying off backlog of bills which piled up during the 8½ month strike. New Anaconda bank only major building project active in area. Hiring in government and farm at good seasonal pace.

**BILLINGS, Columbus, Hardin, Laurel, Red Lodge, Roundup**—Construction faced some temporary problems during May in the form of wet weather and several short-lived labor disputes. Highway project job totals were up by more than 100 men. Current and planned building projects should employ the majority of skilled craftsmen this summer. Three new eateries under construction. Trade employment increasing with opening of new firms, summer business expansion, and tourism. Farm labor shortages continue as work season advances.

**BOZEMAN, Ennis, Three Forks, Trient**—Good agenda of building, highway, and bridge projects keeps most construction workers occupied. Work on new shopping center near completion. Shortages of cooks and waitresses developing as business grows. Lumber mill production slowed by log shortages. Availability of student labor will aid farm employers.

**BUTTE, Virginia City, Whitehall**—Exodus of Butte miners not recalled to local mining operations continue. Five out of state mining firms have hired these men and some recruitment efforts still active. Unemployment claim total 2,582 above year ago. Moderate improvement noted in trade and service firms. Building construction at fair volume.

**CUT BANK**—Responding to good weather, outdoor work in construction, oil fields and agriculture kept at good momentum. A Browning lumber mill still closed with bad roads at logging elevations preventing movement of cut timber. Trade and service job totals at good seasonal strength.

**DILLON**—More than 100 farm job placements during the month; some shortages of experienced flood irrigators. Construction employment stays at high levels as work continues on school buildings and new homes. Twin Bridges main street improvement project com-

## MONTANA CIVILIAN WORK FORCE

(In Thousands)

	May 68	Apr. 68	May 67	Apr. 68 to May 68	May 67 to May 68
Civilian Work Force	264.1	265.9	277.4	-1.8	-13.3
Total Employment	252.0	251.5	263.3	.5	-11.3
Total Non-agricultural Employment	219.7	216.2	219.9	3.5	-.2
(Non-agricultural Wage & Salary)	189.7	187.5	188.7	2.2	1.0
Total Agriculture Employment	32.3	35.3	43.4	-3.0	-11.1
Labor Management Disputes	.3	.2	.3	.1	0
Total Unemployment	11.8	14.2	13.8	-2.4	-2.0
Percent Unemployed	4.5	5.3	5.0		
U.S. Unemployment Rate		3.2	3.2		

\*Less than 50

pleted. Fifty workers now employed by mining firm in area.

**GLASGOW, Fort Peck, Malta, Opheim**—Labor demand at good force in most industry groups. Work on new high school has 30 employed. Transportation employment up as military families prepare to leave phased-out air base. Exit of wives of military personnel have left job openings for clerical and food industry workers.

**GLENDALE, Circle, Wibaux**—Fifty per cent increase in industrial job placements from last year tied to increased construction activity. New project includes addition to high school. Steady trends cover main street firms with worker shortages being relieved by availability of students for summer work. Work in sugar beet fields main farm activity.

**GREAT FALLS, Choteau, Fort Benton, Stanford**—Current economic indicators point to good strength in all industry groups. Construction, however, shows some signs of moderate slowdown with increasing interest rates a major factor. Hiring of smelter and railroad workers was at good rate throughout the month. Trade and service volume reflects increasing tourism and good local economic conditions. Farm labor supply and demand kept fairly well in balance.

**HAMILTON, Stevensville**—Unemployment declines as jobs develop in line with the season. Good trends noted especially in outdoor work except for construction. Forest service hiring completed for season with budget restrictions curbing new hiring. Trade employment up seasonally.

**HAVRE, Chinook, Harlem**—Industrial employment totals look good with

most activity in construction, trade, and oil fields. Street improvement project in Harlem now getting underway involving 27 blocks. More main street hiring seen as summer season advances.

**HELENA, Boulder, Garrison, Townsend, White Sulphur Springs**—No marked changes noted on labor market scene during May except for heavy registration of students for summer work. Current construction projects making good progress but with little new hiring. Cooks, waitresses and other food industry workers were in short supply. Job trends should appear brighter in June.

**KALISPELL, Columbia Falls, Whitefish**—May labor market highlights included resumption of logging, farm hiring, upturn in main street business, and settlement of several labor disputes at month's end. Supply of skilled workers now reduced to minimum except for carpenters. Farm job placements were mainly in potato cellars.

**LEWISTOWN, Harlowton, Ryegate, Winnett**—Local population expected to increase by 1,000 this summer when the Boeing Company and its sub-contractors are at full force. Main street business will benefit accordingly. Farm labor shortages dwindling as youth seek summer jobs.

**LIBBY**—Libby Dam job totals, now near the 1,400 mark, expected to peak at 2,000 by August. Visitor's center near completion. Work continues on railroad track relocation, tunnel, etc. First concrete at dam already poured. Logging, mills, and trade employment at good volume. Farm job trends on slow side.

**LIVINGSTON, Big Timber**—Increasing demand for workers in local econ-

## NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.1
1960	152.7	152.5	156.1	163.5	168.4	175.8	176.9	177.7	174.8	171.6	167.5	164.5	166.8
1961	156.9	154.8	156.1	160.2	165.1	173.3	176.0	178.1	176.8	172.4	169.0	166.2	167.1
1962	158.3	158.2	159.6	166.2	172.4	180.1	180.5	181.2	178.6	176.6	175.1	173.5	171.7
1963	163.9	163.0	165.0	170.2	175.1	181.0	182.3	183.8	181.5	179.7	176.6	173.6	174.6
1964	166.2	164.3	165.1	169.1	174.2	182.4	185.5	187.2	184.9	182.2	178.4	175.4	176.2
1965	167.9	167.4	168.9	174.4	179.8	188.7	189.6	192.1	189.9	188.1	185.3	183.6	181.3
1966	173.9	172.6	174.2	180.2	185.4	195.6	198.2	199.2	195.8	191.2	187.6	186.9	186.7
1967	179.9	178.5	180.1	184.6	188.7	199.0	201.4	196.6	195.4	193.8	191.7	189.7	189.9
1968	181.0	180.4	181.8	187.5	189.7*								

\* Preliminary Estimate

## Along the Hiring Line— Field Summary for May

omy and Yellowstone Park ran into worker shortages with cooks most in demand. Recall of construction workers continued. Railroad job totals now stabilized after 74 layoffs earlier. Farm worker shortages still evident.

**MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry**—May rains were welcomed on the farm front but temporarily stalled oil field activities in the Bell Creek field. Work started on new Yellowstone River bridge between Rosebud and Carterville. Work continues on grain elevator and medical clinic building. Some worker shortages developed as economy showed more seasonal strength.

**MISSOULA, Drummond, Arlee, Superior**—Industrial employment totals appear to have leveled off with but a 2% increase from April. Good agenda of highway and building projects active. Logging and lumbering continues to look for workers skilled in that industry. Trade and service firms get added boost from increasing tourist traffic.

**POLSON**—Good trends in the lumber market set the job pace during May. Most mills at maximum production and now hiring youth for summer work. Construction activity slowed by strikes of laborers, carpenters and operating engineers during month. Trade and service at good levels.

**SHELBY**—Outdoor work, including construction and agriculture, at good force with good weather, a contributing factor. Main street and tourist oriented industries showing good job gains. Farm field work completed earlier this year than last.

**SIDNEY**—Local economy shows good strength and force both in industry and agriculture. More job gains in both will occur during June. Work continues on new bank and remodeling of sugar beet refinery. Sugar beet thinning started with 1,200 working fields.

**THOMPSON FALLS, Hot Springs**—Job trends now looking up especially in lumbering and logging. Shortage of timber fallers expected to continue, along with some logging equipment operators. Some construction workers still waiting for recall to jobs. Main street and service groups show more activity.

**WOLF POINT, Plentywood, Scobey**—Construction employment on major building and highway projects now near peak levels. New projects include Plentywood street improvement and highway construction near Wolf Point. Cafes, drive-ins, service stations and farm implement firms posted more job gains during May.

- (1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.
- (2) Preliminary estimates based on return from samples of 719 selected Montana establishments.
- (3) Figures previously released have been revised on return from 1,167 such establishments.
- (4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

## ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	May 1968 (2)	Apr. 1968 (3)	May 1967	Apr. '68 to May '68	May '67 Against May '68
<b>NON-AGRICULTURAL INDUSTRIES</b>	<b>189,700</b>	<b>187,500</b>	<b>188,700</b>	<b>2,200</b>	<b>1,000</b>
<b>Manufacturing</b>	<b>22,100</b>	<b>21,600</b>	<b>22,800</b>	<b>500</b>	<b>700</b>
Durable goods	14,600	14,100	15,000	500	400
Lumber and timber products	8,200	7,600	8,700	600	500
*Primary metals	3,800	3,800	4,300	00	500
Other (4)	2,600	2,700	2,000	-100	600
Nondurable goods	7,500	7,500	7,800	00	300
Food and kindred products	3,900	3,800	4,100	100	200
Printing and publishing	1,700	1,700	1,700	00	00
Petroleum refining	1,000	1,000	1,000	00	00
Other (5)	900	1,000	1,000	-100	100
<b>Mining</b>	<b>4,900</b>	<b>4,800</b>	<b>6,800</b>	<b>100</b>	<b>-1,900</b>
*Metal mining	2,500	2,500	4,500	00	-2,000
Coal, quarrying and nonmetallic	800	800	900	00	100
Petroleum-natural gas production	1,600	1,500	1,400	100	200
<b>Contract Construction</b>	<b>9,800</b>	<b>10,100</b>	<b>11,300</b>	<b>-300</b>	<b>-1,500</b>
Contractors, building construction	2,800	2,800	3,800	00	-1,000
Contractors, other than building	3,500	3,600	3,900	-100	400
Contractors, special trade	3,500	3,700	3,600	-200	100
<b>Transportation and utilities</b>	<b>17,700</b>	<b>17,500</b>	<b>17,600</b>	<b>200</b>	<b>100</b>
Interstate railroads	7,000	6,800	7,300	200	300
Transportation except railroads	4,600	4,600	4,200	00	400
Utilities including communication	6,100	6,100	6,100	00	00
<b>Trade</b>	<b>45,300</b>	<b>44,300</b>	<b>44,500</b>	<b>1,000</b>	<b>800</b>
Wholesale trade	8,800	8,800	8,900	00	100
Retail trade	36,500	35,500	35,600	1,000	900
General merchandise and apparel	6,800	6,500	6,400	300	400
Food stores	5,400	5,400	5,500	00	100
Eating and drinking establishments	9,700	9,100	9,500	600	200
Automotive and filling stations	7,600	7,600	7,300	00	300
Retail trade not elsewhere classified	7,000	6,900	6,900	100	100
<b>Finance, insurance and real estate</b>	<b>7,300</b>	<b>7,300</b>	<b>7,200</b>	<b>00</b>	<b>100</b>
<b>Services and miscellaneous</b>	<b>28,400</b>	<b>27,800</b>	<b>28,100</b>	<b>600</b>	<b>300</b>
Hotels, rooming houses, camps, etc.	3,200	2,900	3,400	300	200
Personal services	2,100	2,000	2,200	100	100
Other (6)	23,100	22,900	22,500	200	600
<b>Government</b>	<b>54,200</b>	<b>54,100</b>	<b>50,400</b>	<b>100</b>	<b>3,800</b>
Federal	12,200	12,000	12,300	200	100
State and local	42,000	42,100	38,100	-100	3,900
<b>Great Falls Area (Cascade County)</b>	<b>24,500</b>	<b>24,100</b>	<b>23,700</b>	<b>400</b>	<b>800</b>
*Manufacturing	3,600	3,500	3,600	100	00
Contract construction	2,200	2,200	2,000	00	200
Transportation and utilities	2,000	2,000	2,200	00	200
Trade, wholesale and retail	6,400	6,200	6,100	200	300
Finance, Insurance, Real Estate	1,400	1,400	1,300	00	100
Services and miscellaneous (7)	4,000	3,900	3,900	100	100
Government	4,900	4,900	4,600	00	300
<b>Billings Area (Yellowstone County)</b>	<b>27,000</b>	<b>27,000</b>	<b>26,300</b>	<b>00</b>	<b>700</b>
Manufacturing	2,800	2,800	2,900	00	100
Contract Construction	1,600	1,600	1,500	00	100
Transportation and Utilities	3,000	2,900	2,900	100	100
Trade, wholesale and retail	8,500	8,400	8,100	100	400
Finance, Insurance, Real Estate	1,400	1,400	1,400	00	00
Services and Miscellaneous (7)	5,100	5,100	5,000	00	100
Government	4,600	4,800	4,500	-200	100

\*Copper Strike Started 7/15/67

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation,

medical and health, law offices and professional services, non-profit membership organizations and business not otherwise classified.

(7) Same as (6) above. Also includes hotels, rooming houses, camps, personal services and mining.

## COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN MAY, 1968 AND MAY, 1967

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placements								UI Claims*	
	May, 1968		May, 1967		May, 1968		May, 1967		May, 1968				May, 1967				Wk. 5-31	
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1968	1967
Anaconda	146	27	157	37	259	58	261	76	57	32	89	16	79	26	105	27	87	108
Billings	548	219	523	192	1,543	523	1,917	654	587	883	1,470	335	549	832	1,381	306	478	580
Bozeman	317	64	287	60	224	42	223	69	218	55	273	66	176	86	262	78	53	72
Butte	456	109	498	93	1,414	401	1,045	175	83	16	99	30	101	20	121	43	802	291
Cut Bank	38	7	31	9	218	73	239	69	41	47	88	51	27	43	70	26	83	90
Dillon	78	31	62	34	74	16	65	12	38	114	152	74	39	124	163	69	25	32
Glasgow	92	33	113	18	73	13	83	14	94	14	108	27	110	35	145	44	43	55
Glendive	75	12	68	8	214	25	109	22	67	240	307	37	36	261	297	14	23	59
Great Falls	505	115	824	168	1,509	294	2,328	618	572	142	714	230	527	163	690	261	368	558
Hamilton	64	5	80	17	172	24	186	45	50	20	70	22	61	36	97	29	57	74
Havre	77	14	70	7	106	29	128	18	96	104	200	50	64	99	163	53	56	68
Helena	271	50	219	31	806	148	517	93	143	58	201	78	167	41	208	65	153	194
Kalispell	257	59	339	79	612	182	559	153	208	40	248	66	229	46	275	71	318	206
Lewistown	61	6	75	11	48	13	130	25	70	115	185	46	75	134	209	54	21	44
Libby	148	42	172	50	239	56	543	97	29	2	31	10	58	58	18	195	239	59
Livingston	62	9	98	17	70	15	178	40	148	43	191	64	94	40	134	45	36	59
Miles City	82	20	74	15	78	18	108	21	92	527	619	26	49	574	623	13	30	41
Missoula	761	160	631	128	1,573	413	1,530	305	308	53	361	108	366	48	414	172	228	279
Polson	112	8	60	15	253	26	150	31	36	10	46	8	51	12	83	21	53	48
Shelby	27	6	47	12	88	19	112	29	34	27	61	17	28	37	65	23	22	41
Sidney	59	8	82	12	105	4	112	13	73	443	516	22	59	198	257	19	17	31
Thom. Falls	28	4	28	10	106	31	113	31	20	1	21	4	27	27	9	53	41	41
Wolf Point	35	7	43	18	110	33	153	43	24	21	45	13	33	49	82	39	35	34
Billings YOC	371	6	363	9	1,125	18	725	23	135	16	151	4	123	160	283	5		
<b>TOTALS</b>	<b>4,760</b>	<b>1,019</b>	<b>4,944</b>	<b>1,050</b>	<b>11,019</b>	<b>2,474</b>	<b>11,514</b>	<b>2,676</b>	<b>3,223</b>	<b>3,023</b>	<b>6,246</b>	<b>1,404</b>	<b>3,128</b>	<b>3,064</b>	<b>6,192</b>	<b>1,504</b>	<b>3,238</b>	<b>3,244</b>

\*Includes 212 claims of the Fed. U.C. Program 183 same a year ago.

## AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)  
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May (1) 1968	Apr. (2) 1968	May 1967	May (1) 1968	Apr. (2) 1968	May 1967	May (1) 1968	Apr. (2) 1968	May 1967
<b>All Manufacturing</b>	131.22	128.88	117.87	40.5	39.9	38.9	3.24	3.23	3.03
Durable Goods	131.75	128.30	115.35	41.3	40.6	39.1	3.19	3.16	2.95
Primary Metals	131.74	131.74	120.58	39.8	39.8	40.6	3.31	3.31	2.97
Nondurable Goods	129.79	130.26	124.36	38.4	38.2	38.5	3.38	3.41	3.23
Food and Kindred Products	119.47	117.87	112.75	39.3	38.9	39.7	3.04	3.03	2.84
<b>All Mining</b>	120.05	119.73	133.53	37.4	37.3	40.1	3.21	3.21	3.33
Metal Mining	108.44	108.10	133.45	34.1	34.1	39.6	3.18	3.17	3.37
<b>Transportation and Utilities (except Rys.)</b>	NA	NA	NA	NA	NA	NA	NA	NA	NA
Transportation (except railroads)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Utilities and Communications	117.35	117.35	118.26	38.1	38.1	38.9	3.08	3.08	3.04

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION  
COMMISSION OF MONTANAUCC BUILDING  
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